



GREATER TORONTO HOCKEY LEAGUE COMPLAINT INTAKE FORM

Please note the following:

- Complaints of harassment, abuse, bullying or misconduct will not qualify a player for an automatic release.
- Definitions are provided.
- Substantiated allegations of harassment, abuse, bullying or misconduct will be considered for sanctions ranging in severity from: no further action to expulsion.
- The GTHL cannot guarantee complete confidentiality. The contents of this document may be shared in an effort to resolve this complaint here within. By completing the form, you agree that the GTHL may share some or all of this information in the process of resolving the complaint.
- Complaints will be addressed according to severity, resources and safety for participants.
- Fax or email completed form to 416-636-2035 or speakout@gthlcanada.com

Please complete the following:

1. Person making the complaint:

Player Parent Volunteer Official Employee

First Name		Last Name	
Address			
City/Town	Province	Postal Code	
Telephone Number	Fax Number	Email	

2. Person on whose behalf the complaint is made: (to be completed if different from above)

First Name		Last Name	
Birth Date (day / month / year)			

3. Name of person(s) against whom you are complaining:

First Name		Last Name	
Title/Role		Name of Association/Club	
First Name		Last Name	
Title/Role		Name of Association/Club	

4. When did the last incident occur? (date): _____

5. Please check the ground(s) that best describes your complaint:

A. Bullying (refer to Definitions)

Type of behaviour:

<input type="checkbox"/> Physical	<input type="checkbox"/> Verbal	<input type="checkbox"/> Relational	<input type="checkbox"/> Discriminatory	<input type="checkbox"/> Reactive	<input type="checkbox"/> Cyber
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B. Harassment (refer to Definitions)

Type of behaviour:

<input type="checkbox"/> Conduct	<input type="checkbox"/> Gestures	<input type="checkbox"/> Comments
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Based on:

<input type="checkbox"/> Age	<input type="checkbox"/> Citizenship	<input type="checkbox"/> Colour	<input type="checkbox"/> Disability
<input type="checkbox"/> Ethnicity/Place of Origin	<input type="checkbox"/> Family Status	<input type="checkbox"/> Gender Identity/Gender Expression	
<input type="checkbox"/> Marital Status	<input type="checkbox"/> Race	<input type="checkbox"/> Record of Offences	<input type="checkbox"/> Pardoned conviction
<input type="checkbox"/> Religion/Creed	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation	

C. Abuse (refer to Definitions)

Type of behaviour:

<input type="checkbox"/> Emotional	<input type="checkbox"/> Physical	<input type="checkbox"/> Neglect	<input type="checkbox"/> Sexual
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Please note: Neither the GTHL, nor any Member Association thereof will investigate reports of abuse that meet the definition provided. This information will be provided to the appropriate authorities for follow up.

D. Hazing (refer to Definitions)

E. Misconduct (refer to Definitions)

Please note: Complaints of misconduct will generally be directed to the Member Association or Local Association or Club for formal or informal resolution according to that organization's constitution or policies.

DEFINITIONS

The following are definitions that will be used to determine the grounds on which the complaint is made and the process to address it. The GTHL acknowledges and supports Hockey Canada's definitions of harassment, abuse and bullying.

Bullying

Bullying describes behaviours that are similar to harassment, but occur between children that are not addressed under human rights laws. Bullying is intentionally hurting someone in order to insult, humiliate, degrade or exclude him or her. Bullying can be broken down into six categories: Physical, Verbal, Relational, Discriminatory, Reactive and Cyber.

Physical Bullying:

Hitting, shaking, shoving, kicking, spitting on, grabbing, beating others up, damaging or stealing another person's property; used most often by boys.

Verbal Bullying:

Name calling, hurtful teasing, humiliating or threatening someone, degrading behaviors; may happen over the phone, through text messaging or chat rooms, through social media sites, in notes or in person.

Relational Bullying:

Trying to cut off victims from social connection by convincing peers to exclude or reject a certain person, spreading rumours or giving the "silent treatment"; used most often by girls. This may happen in person, over the phone, through the computer.

Discriminatory Bullying:

Discriminatory bullying targets people because of their sexual orientation, ethnicity, gender identity, skin colour, religion, weight, appearance, disability, nationality or other things that are perceived to make them "different".

Reactive Bullying:

Engaging in bullying as well as provoking bullies to attack by taunting them.

Cyber Bullying:

Involves the use of information and communication technologies such as e-mail, cell phones and text messaging, camera phones, instant messaging, social networking sites such as Facebook, Twitter, Instagram, Tumblr, Flickr, Myspace etc., defamatory personal websites (such as Network 54), or other forms of electronic information transfer to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others, threaten, harass, embarrass, socially exclude or damage reputations and friendships.

Harassment

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. **Any of the different forms of harassment must be based on a prohibited ground of discrimination in the Ontario Human Rights Legislation, including age, citizenship, colour, disability, ethnicity or place of origin, family status, gender identity or gender expression, marital status, race, record of offences or pardoned conviction, religion or creed, sex (including pregnancy or breastfeeding), sexual orientation.**

Abuse

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care, which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children is an abuse of power or authority and/or breach of trust.

Abuse is an issue of child protection. Protection refers to provincial, territorial or Aboriginal band-appointed child protective services. A child may be need of protection from harm if abuse or neglect is suspected. Information about one's legal duty to report and circumstances under which reporting must occur according to child protection legislation is available at www.hockeycanada.ca.

Emotional Abuse

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs but it is not simply benching a player for disciplinary reasons, cutting a player from a team after tryouts, refusing to transfer a player, limiting ice time and yelling instructions from the bench.

Physical Abuse

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, shoving, grabbing, hazing or excessive exercise as a form of punishment.

Neglect

A general definition of neglect is the chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. Neglect may apply in a hockey setting where there is a chronic inattention in the hockey context, for example when a player is made to play with injuries.

Sexual Abuse

Sexual abuse is when a child is used by a child or youth with more power or an adult for his or her own sexual stimulation or gratification. There are two categories of sexual abuse: contact and non-contact.

Hazing

Hazing is an initiation practice that may humiliate, demean, degrade or disgrace a person regardless of location or consent of the participant(s).

Misconduct

Misconduct refers to the behaviour or a pattern of behaviour that is found, by a formal (for example an independent investigation) or informal process (for example an internal fact finding), to be contrary to the GTHL Code of Conduct and that is not harassment, abuse or bullying.

GTHL CODE OF CONDUCT

1. The Greater Toronto Hockey League ("GTHL") is committed to providing a sport environment in which all individuals are treated with respect.
2. During the course of all GTHL activities, athletes, coaches, assistant coaches, trainers, managers, officials, parents, directors, officers, volunteers, employees or chaperones and others within the GTHL and each of the GTHL Member Associations:
 - a) shall conduct themselves, at all times, in a fair and responsible manner and refrain from comments or behaviours that are disrespectful, offensive, abusive, racist or sexist. In particular, the GTHL will not tolerate behaviour that constitutes harassment or abuse or bullying;
 - b) shall avoid behaviour which brings the GTHL and/or its Member Associations, or the sport of hockey into disrepute, including but not limited to the abusive use of alcohol and/or non-medical use of drugs;
 - c) shall not use unlawful performance enhancing drugs or methods, nor shall they engage in any activity or behaviour that endangers the safety of others; and
 - d) shall at all times adhere to the Hockey Canada, Ontario Hockey Federation ("OHF"), GTHL and its Member Associations' operational policies and procedures, to rules governing Hockey Canada, OHF, GTHL or GTHL Member Association events and activities and to rules governing any competition in which they participate on behalf of Hockey Canada, the OHF, GTHL or GTHL Member Association.
3. Failure to comply with this Code of Conduct may result in disciplinary action, including, but not limited to, the loss or suspension of certain or all privileges connected with the respective Member Association and/or GTHL including the opportunity to participate in Hockey Canada, OHF, GTHL and its Member Association activities. Such discipline may include the removal or ban from an arena, games, practices and other team activities.

The full GTHL Harassment, Abuse, Bullying and Misconduct Policy is available on the GTHL website:

www.gthlcanada.com

